

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF OAKLAND AND
IAFF, LOCAL 56 REGARDING ARTICLE 6.1.2 ACCUMULATED EARNED SICK LEAVE**

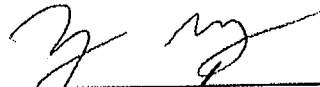
The City of Oakland ("City") and IAFF, Local 55 ("IAFF"), collectively referred to as the "Parties" hereby enter into the following agreement regarding Article 6.1.2 Accumulated Earned Sick Leave.

As of December 29, 2023, the parties are finalizing an agreement regarding Article 6.1.2 Accumulated Earned Sick Leave, specifically the maximum cap. The parties entered a tentative agreement on this issue dated June 30, 2023. See attached Exhibit A page 2.

Once that agreement is finalized the terms will be incorporated into a side letter modifying the existing Memorandum of Understanding.

SO AGREED.

For IAFF, Local 55



Zac Unger, President



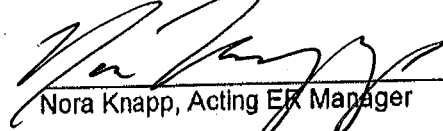
Seth Olyer, Vice President

Date: Jan 2 2024

For City:



Mark Love, Interim HR Director HRM



Nora Knapp, Acting ER Manager

Date: 01/03/2024